

# Librarians' Advocate

Number 5 March 1973

UNIVERSITY COUNCIL American Federation of Teachers AFL-CIO

## U.C. LIBRARIANS'

CONFERENCE: MARCH 10

The University Council-AFT is sponsoring a UC librarians conference on Saturday, March 10 in Los Angeles. The purpose of the conference is to discuss recent developments in the University which affect UC's librarians. All UC librarians are welcome. The items for discussion are listed in the program below. Those traveling to the conference by plane should note that there is free limousine transportation from the airport provided by the Hacienda Hotel.

### PROGRAM

Missile Room  
Hacienda Hotel  
522 No. Sepulveda Blvd.  
(Just south of the L.A. Int'l Airport)

- 10 am Court Action and Arbitration  
of 1972/73 Librarian Salary  
Adjustment  
Sex Discrimination Charge  
Filed with EEOC  
An AFT-Sponsored Librarian  
Pay Bill for 1973/74
- Noon Lunch
- 1:30 The Task Force Report on the  
UC Libraries
- 3 pm The Library Improvement  
Program

## Librarians' Court Victory;

## Judge Orders Arbitration

The University of California administration must submit a dispute over librarians' 1972/73 salary to arbitration according to a ruling by Alameda County Superior Court Judge Lionel J. Wilson.

The ruling was on a suit filed by the American Federation of Teachers Local 1795 (Berkeley Librarians) in January. The suit charged that the UC administration violated its grievance procedure and the agreement signed with the AFT by refusing to submit the 1972/73 librarian pay increase to arbitration.

The issue affects librarians on all UC campuses, since librarians are paid on a statewide basis.

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## AFT Files EEOC Complaint

As a prelude to a contemplated back pay suit alleging violation of Title VII of the Civil Rights Act of 1964, the American Federation of Teachers' University Council has filed a charge of discrimination with the Equal Employment Opportunity Commission's San Francisco office.

The complaint is filed on behalf of all UC librarians, with Berkeley librarians Mary Blackburn, Sonya Kaufman and Anne Lipow signing for the AFT.

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## Library Improvement Program

Early in February, a draft of a Library Improvement Program was distributed to all UC librarians for comment.

The draft lists some forty ways in which the UC libraries and the professional conditions of employment for UC's librarians could be improved.

Among the issues raised are: tenure for librarians, a beginning salary of \$11,000 per year, a 35-hour work week, a nine-month academic year, more cooperation among UC libraries and between UC and other institutions and legally binding rights spelled out in a contract for the Librarians Association, University of California (LAUC).

Any UC librarian who has not received a copy of the draft should contact the University Council-AFT office in Berkeley.

## Librarian Defense Fund Established

A Librarians' Defense fund has been established by the University Council-AFT. In recent months UC librarians have found it necessary to turn to the courts for relief from arbitrary and unilateral salary actions by the UC administration.

With the likelihood of even more legal action in the future, a fund is needed to insure that librarians will be financially able to go to court when the need arises. The fund will be used solely for litigation and arbitration costs involving matters directly affecting UC librarians.

Contributions to the fund may be made to:

AFT Librarians' Defense Fund  
University Council-AFT  
2510 Channing Way  
Berkeley, CA 94704

... ARBITRATION

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... EEOC COMPLAINT

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The discrimination charge states: "Librarians employed in the University of California system are required to have a Master's Degree and additional special qualifications such as fluency in languages; librarians perform job duties requiring substantially the same skill, effort and responsibility as employees in other classifications at the University, but receive substantially less pay.

"Because the Librarian classification is predominantly female, we believe that librarians receive lower salaries than other classifications comprised predominantly of male employees, because of sex."



## Irvine Membership Tops 50%

A majority of UC Irvine's librarians now belong to the AFT. According to UC-AFT Southern Vice President Patrick Coyle, 20 of UCI's 38 librarians are now AFT members. This represents a dramatic 1000% increase in the last year.

Growth on other campuses continues at a steady pace, with about 150 AFT librarian members systemwide.

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## Bay Area Library Unionists to Hold Meeting

Bay Area library unionists will hold their first meeting on April 7th at the Institute of Industrial Relations, University of California, Berkeley. All library unionists are invited, as are all those who are interested in library union activities in the Bay Area.

The purpose of the meeting will simply be to create a forum in which union members from various unions (AFSCME, AFT, SEIU, etc.) and from differing libraries (university, college, community college, public, and school) can exchange information. There is no formal program for this first meeting, but speakers from the University Council-AFT and the United Professors of California have so far agreed to participate.

The idea for such a meeting was first conceived of by members of the ALA's Bay Area Social Responsibilities Roundtable. The meeting will last from 9 AM until noon. The Institute is located at 2521 Channing Way, Berkeley.

MEMBERSHIP APPLICATION

I wish to join the American Federation of Teachers, and I agree to pay monthly dues as follows:

Assistant Librarian	\$4.00
Associate Librarian	\$6.00
Librarian	\$9.00
Part time	\$4.00

NOTE: Union dues are tax deductible.

Name \_\_\_\_\_ Soc. Sec. # \_\_\_\_\_

Home Address \_\_\_\_\_

Campus \_\_\_\_\_ Department \_\_\_\_\_

Rank \_\_\_\_\_ Full Time \_\_\_\_\_ Part Time \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

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